

COMMITTEE ON GOVERNMENT REFORM
CONGRESSMAN TOM DAVIS, CHAIRMAN



NEWS RELEASE

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Government Reform Committee
Approves Historic Civil Service and
National Security Personnel Reform Legislation

Washington, D.C. – The House Government Reform Committee tonight approved HR 1836, “The Civil Service and National Security Personnel Improvement Act,” legislation introduced by Committee Chairman Tom Davis (R-VA) that includes historic and critically important civil service reforms for the Department of Defense, the National Aeronautics and Space Administration and the Securities and Exchange Commission. The legislation also includes several government-wide civil service provisions and language authorizing the creation of a human capital performance fund.

Davis released the following statement on the legislation:

“Today we’ve taken the first step toward authorizing the Department of Defense to establish a human resources management system that is agile, flexible, and achievement-oriented – while maintaining employee safeguards that are part and parcel of a fair and just civil service system.

“It is time to bring these three agencies – and ultimately the rest of the federal government – into the 21st century. Without the ability to recruit and retain the best and the brightest employees, modernization will never become a reality. It’s simple: productivity should be the name of the game. What we get out of government depends directly on who we get into government – and it’s getting harder and harder to attract good people into government. It’s been said that so much of what we call ‘management’ today consists of making it difficult for people to work. When it comes to our civil service system, the tradition of preserving traditions has become a tradition. It’s time for that to change.

“They say necessity is the mother of invention. We have before us a reform plan borne out of the necessities of an ever-changing and dangerous world, where new challenges, threats, and enemies await. This is about instilling agility, flexibility and a culture of achievement into our civil service system, so it can function and thrive in the 21st century.

The committee approved an amendment in the nature of a substitute, authored by Davis, that includes: safeguards for performance management systems, Congressional notification of decisions affecting the workforce, additional review by Congress of DOD decisions, an SES pay cap increase, and improved flexibilities for NASA.

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